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PRACTICE and EDUCATION COMMITTEE Minutes (Approved July 13, 2015)

The Practice and Education Committee held a meeting on December 16, 2014 at 9:00 A.M. in Conference Room C, Cannon Building, 861 Silver Lake Blvd, Dover, Delaware.

PRESENT: Robert Contino, Barbara Willey, Stephanie Evans-Mitchell, Linda Brauchler, Nancy Bastholm

ABSENT: Kathleen Riley-Lawless

GUESTS: Karen Panunto; Ola Aliu; Barbara Robinson; Patricia Keeton, DOE; Oye bimpe Davis; Jenneh V. Lashley, LPN

PRESIDING: Dr. Contino

STAFF: Pamela Zickafoose, Executive Director, Delaware Board of Nursing
Jennifer Singh, Deputy Attorney General for the Board of Nursing

CALL TO ORDER: Dr. Contino called the meeting to order at 9:10 a.m. Members of the committee introduced themselves to the public guests.

REVIEW OF MINUTES: Ms. Bastholm made one typographical correction on page 3 and then made a motion, seconded by Ms. Brauchler, to approve the minutes of the June 13, 2014 meeting. By majority vote the motion carried with Ms. Willey abstaining.

EDUCATION – Review of Annual Reports

The Margaret H. Rollins School of Nursing at Beebe Medical Center

NCLEX RN Pass Rate: 88.46%. Ms. Willey reported the report was well written, easy to follow, and inclusive of all information in the checklist. The general information section was complete. The report indicated a 43.3% attrition rate and the

school conducted an initial root cause analysis (RCA) which did not determine any significant reasons for the attrition rate. There was a 38% return rate on the 6 month graduate surveys and a 28% response rate at one year after graduation. High program satisfaction was indicated on both surveys. Employer surveys yielded a 75% response rate with results exceeding benchmark criteria. An 89% employment rate was also commendable. Construction continues with the new MHR nursing building due to open in March 2015. Temporary locations for classes and faculty offices have been used. Ms. Willey made a motion to continue full approval of the program, seconded by Ms. Brauchler. By majority vote, the motion carried with Ms. Bastholm recused.

MHR Curriculum Request: Dr. Contino reviewed the request to change from clock hours to credit hours and to implement a 15 week semester versus the current 17 week semester. These requests were in alignment with the ACEN recommendations. Dr. Contino stated the math was accurate and he made a motion to approve the changes as requested. The motion was seconded by Ms. Brauchler. By majority vote, the motion carried with Ms. Bastholm recused.

*Recommendation: Continue Full Approval for one year and approve 15 week semester and change to credit hours from clock hours.

Camtech

NCLEX PN Pass Rate: 31.82%. The Board voted to withdraw initial approval of this program in early 2013. Camtech appealed this decision and the Board of Nursing decision was upheld by the Supreme Court. The last group of students should have graduated in February 2014.

*No Recommendation: Program approval withdrawn

DIHS

NCLEX PN Pass Rate: 0% with one student taking but failing the exam. This school was closed with the last class graduating in December 2011.

*No Recommendation: Program approval withdrawn

Delaware Skills Center- LPN Program

NCLEX PN Pass Rate: 95.24%. Ms. Brauchler reported that the report was well done yet there was a typo on page 4 where it notes 20 versus 22 students passed the exam. Employment rates for the past five years revealed 86-100% of the graduates were employed in healthcare. Student surveys revealed an overall 90% effectiveness of the program with 100% likely to recommend the program to others. Outcomes data for the surveys was much improved. All courses have prerequisite

courses yet page 17 Level III Mental Health did not list the Level II course as a prerequisite. Members requested that the course sequence sheet be clarified to more clearly indicate when courses finish. As written it appears that Medical Surgical Nursing I and II run simultaneously. The report did not use the updated faculty profile form included in this year's template and the form submitted cut off the last column on the right so data was missing. Members requested this form be resubmitted using the new format and that the whole form be submitted immediately. Major changes included eliminating the evening program, purchasing ATI, access to use the clinical lab at UD, planning for ACEN accreditation, and using survey monkey for evaluations. Ms. Brauchler made a motion to grant full approval pending submission of the faculty table with corrections, seconded by Ms. Bastholm. By unanimous vote, the motion carried.

*Recommendation: Full Approval for one year, with the faculty table resubmitted immediately. This form was resubmitted as requested after the meeting and faculty information was clarified and approved.

Delaware Skills Center- LPN Refresher Program

Ms. Brauchler reported there was only one cohort with 6 enrolled and 4 progressing. It was suggested on page 2 to include reasons for not progressing. The evaluation portion of the report does not evaluate knowledge gained, skills learned, or preparedness to work and members recommended more elaboration on the survey to include information for program improvement in the future. Survey results showed seven graduates are still employed which is not consistent with previous information on page 2 showing 6 were enrolled and then page 4 saying 7/10 graduates obtained employment. Members suggested clarification of these numbers. There was no differentiation of employment rates at 6 or 9 months, only that the graduates were employed. It was noted that there was a change in funding and that students will now need to pay a fee of \$2300 in 2015. Members requested more specific information on page six regarding the actual number of hours spent on each topic to differentiate the 120 theory hours. It was noted the total number of hours was being increased to 280 hours from 240 hours, representing an increase of 20 hours each in theory and clinical, and enrollment was increasing to 16 in the refresher course. Ms. Brauchler made a motion to grant full approval to the LPN refresher program, seconded by Ms. Willey. By unanimous vote, the motion carried.

*Recommendation: Full Approval for one year with clarifications submitted with next annual report.

Dr. Contino reminded the committee members and public that recommendations from this committee will be presented to the full Board of Nursing at their January

2015 meeting. The Board then has the option to approve or reject the recommendations.

DelCastle Technical High School

NCLEX PN Pass Rate: 0%. Three students took the NLCEX with none passing. This school voluntarily closed June 30, 2013. Their students will have until June 30, 2018 to take the NCLEX exam and then the NCLEX-PN program code will be terminated.

*No Recommendation- This school voluntarily closed June 30, 2013.

Delaware State University

NCLEX RN Pass Rate: 47.22%. It was noted this is the fifth year in a row the school has fallen below the 80% standard. Dr. Contino stated the report did not indicate the number of FT, PT and transfer students as requested on page 4. The document stated there was a 29% response rate on surveys but actual data results were not reported. Instead end of semester evaluations were included. Page 7 showed a 77% employment rate. Funding is adequate with an increase in technology. Support services included two full-time administrative assistants and a full-time lab coordinator which is more than adequate. Faculty qualifications revealed one person with only a BSN degree who is doing part-time maternal child clinical. Members discussed the ACEN standards versus Board of Nursing standards. ACEN requires all faculty who evaluate students to be prepared at the Masters degree level. The school is still awaiting results from their most recent ACEN site visit. Members noted the faculty table could be more specific as to areas of specialty for degrees. For example a "MS" or "PhD" degree is not specified whether it is in nursing or not. The previous recommendations section of the report described plans for the next 5 years. Dr. Contino reminded members that the program has a new chairperson since last year's report. The program has reduced student admissions by 50% and they plan major curricular revisions. Members noted that these substantive changes need to be submitted with the interim report for board approval prior to implementation in Fall 2015. Members also discussed that the program had not met the 80% rule for the past five years noting that curricular changes would take five years to be realized for a BSN program. Dr. Zickafoose reminded members that another BSN program was given a five year timeline for corrective actions and LPN programs have been given a two year timeline for corrective actions. Dr. Contino made a motion and recommended continued conditional approval on probation with a 6 month interim report/action plan to be submitted outlining plans to increase the NCLEX pass rate to 80% by 2020. The interim report should include a timeline with specific actions indicated as well as the curricular changes planned for Fall 2015 implementation. The motion was seconded by Ms. Willey. By majority vote the motion carried, with

Dr. Evans-Mitchell recused. Dr. Contino commended the program for the steps taken to date.

*Recommendation: Conditional Approval with probation for one year, with an interim report due July 1, 2015. The interim report should include the ACEN site visit results and recommendations, any further ACEN reports submitted, the proposed curriculum changes, and a detailed action plan with a timeline to improve NCLEX pass rates to 80% by 2020.

DTCC - Owens Campus LPN Refresher Program

Ms. Willey reported there were no students admitted and the program has not had classes since 2011. Four students are needed for the program to run. DTCC Owens is considering offering the program in the Fall and Spring next year. Ms. Willey made a motion to grant full approval, seconded by Dr. Evans-Mitchell. By unanimous vote the motion carried.

*Recommendation- Continue Full Approval for LPN Refresher program for one year.

DTCC - Owens Campus PN Program

NCLEX PN Pass Rate: 94.25%. Ms. Willey noted the report indicated a high attrition rate for both the part-time and full-time students. It was noted they are adopting the Terry Campus PN curriculum but the information in the report did not mention whether the philosophy and mission was the same or not. Members discussed the high attrition rates and requested clarification on the numbers. There did not appear to be enough differentiation between the PN and AD reports. Surveys were not differentiated between AD and PN results but will be separated next year. Employment rates are low but consistent with area hospitals not hiring LPNs. Financial and human resources were adequate. ACEN accreditation is being sought. Clarification of the program's philosophy and mission will be submitted with the annual report. Ms. Willey made a motion to grant continued full approval to the PN program, seconded by Ms. Bastholm. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for PN program for one year.

DTCC - Owens Campus AD Program

NCLEX RN Pass Rate: 77.22%. Members noted this was the second year below the 80% rule. Attrition was high for both part-time and full-time students. Members questioned whether a root cause analysis (RCA) was conducted to identify root causes for high attrition rates. NCLEX numbers were not exactly the same as reported by NCSBN. More than ½ of the faculty are certified and have a MSN degree but there was a lot of turnover in faculty this year. Concept based nursing curriculum was implemented this year but results will not be reflected in board scores

until next year. No further curricular revisions are planned. It was noted that clinical at BHMC was difficult to obtain with increased criminal background requirements. Ms. Willey recommended continued full approval, seconded by Ms. Brauchler. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for AD program for one year with the suggestion to conduct a RCA for attrition rates.

Members took a short break and then resumed the meeting at 10:35 AM.

DTCC – Stanton RN Refresher Course

Ms. Basholm reported they had one class this year and employer surveys were not done. The report indicated students complete an evaluation but the results and data outcomes were not reported. Employment rates 6-9 months after graduation were not tracked but three of eight grads were employed. Fiscal and human resources are adequate. The program has 46 hours of theory and 80 hours of clinical with an increase of 6 hours theory as a bad weather cushion. Nothing was included about the curriculum and no course sequence sheet was submitted. Ms. Bastholm made a motion to grant full approval for one year, seconded by Dr. Evans-Mitchell. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for one year. The report next year should include more detailed information regarding survey data and the course curriculum.

DTCC – Stanton Campus

NCLEX RN pass rate: 79.2%. Ms. Bastholm noted the NCLEX numbers on page 3 are off and need to be clarified. The NCLEX pass rate is below the 80% rule for the first time in many years. The program identified proactive strategies for improvement including an ATI live review for graduates. Survey methods are appropriate but data and results are not provided to indicate results are supportive of the program. The employment rate was 86.5% and physical resources are adequate. Fiscal and human resources are adequate for the program and clinical sites are appropriate and accredited. Ms. Bastholm made a motion to continue full approval, seconded by Ms. Willey. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for one year.

DTCC – Terry Campus PN Program

NCLEX PN pass rate: 100%

The PN program is to be commended for their 100% NCLEX pass rate. Dr. Evans-Mitchell reported a fairly high attrition rate with only 10/22 students finishing the program. It was also noted that 33 of the students passing the LPN NCLEX were AD

students. The PN curriculum was aligned with Owens campus in Jan. 2014 but revisions are underway. Substantive changes in the program curriculum will be submitted to the Board including program fees, credit hours and use of standardized testing. Dr. Evans-Mitchell made a motion to grant full approval to the PN program, seconded by Ms. Brauchler. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for one year.

DTCC – Terry Campus AD Program

NCLEX RN pass rate: 89.42%

Dr. Evans-Mitchell stated the student numbers did not add up with 202 students starting the program, 109 graduating, and 27 not completing. Fiscal resources were exceptional for this program and it was noted they are using two curricula while transitioning into the concept based curriculum. The curriculum will be aligned in August 2015 and NCLEX results will be realized next year for the curricular changes.

Dr. Evans-Mitchell made a motion to grant full approval to the ADN program, seconded by Ms. Bastholm. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for one year.

Dr. Evans-Mitchell and Ms. Brauchler agreed to revise the Enrollment and NCLEX report sheets in the annual report template in order to capture more valid and reliable data since the data was not clear for all schools.

Leads School of Technology

NCLEX PN pass rate: 31.82%. This pass rate represents seven consecutive years with below the 80% NCLEX pass rate. Ms. Brauchler stated there were strong recommendations at the last meeting and the committee extended the time to 2014 for the Leads School to achieve the 80%. Ms. Singh added there was repeated advisement to Leads to achieve the 80% pass rate and the January 2013 letter gave them one year to reach that goal. All members reviewed the annual report and 10 attachments prior to the meeting and agreed the report was confusing and the numbers did not add up. For example, there were 25 students enrolled with 9 graduating representing a 64% attrition rate and there were 10 students who did not complete the program. The report also indicated 6/9 passed the NCLEX (66.6% pass rate) and an additional 16 students took NCLEX for the first time with only one passing. In addition nine students repeated the NCLEX and only one passed the exam.

Survey data was collected from 40 current students rather than graduates. Students reported their reason for attending Leads was based on recommendations from “old”

students. Members discussed the difficulty of following the numbers in the report because of the overlap of groups and cohorts with no established graduation dates. Employment rates data on page 8 stated “c. During the reporting period a total of 7 graduates passed at the first attempt while 11 passed at more than one attempts from previous classes.” This is unclear what it is pertaining to and inconsistent with numbers of graduates taking the NCLEX exam as well. The employment rates do not provide specific time frames. Fiscal and teaching/learning resources were adequate. Pages 12-17 list job descriptions rather than how or who provides academic support for the program. Page 4 of Document B- Action Plan to Correct Annual Report Deficiencies- says “Leads School will ensure accurate reporting of administrative support by fully describing with examples of the indicators of administrative support which shall include:.....” Job descriptions and an organizational chart do not indicate academic support. The Executive Director and the Director of Nursing have two different job descriptions but the same person is performing both jobs on the organizational chart. Day and evening course curriculums are included with no separation of day and evening students indicated in the report. A new clinical site was added at Hahnemann University for Maternity and Pediatric clinical experiences. Page 19 shows a “1.5” ratio for all units at Hahnemann which must be a typographical error. Ms. Willey questioned whether the Leads faculty is licensed in PA since most clinical is done there. The faculty chart does not list anyone with a PA license. Documents A & B reflect no additional changes to improve pass rates.

Dr. Contino summarized that Leads action plan in 2012 stated they would have a new curriculum and this committee gave then until 2014. On page 6 of Document A number 3 goal states under Dec. 2014 column that “five out of the seven graduates from the first class cohort took the exam during the reporting period and achieved 100% NCLEX pass rate” yet this is a 12 month program and this indicates the class from two years ago is just taking boards with a 100% pass rate. The action plan indicates that students are not graduating within 12 months which has been an ongoing problem. Members discussed the complaints raised at the last committee meeting and the lack of outcomes other than “inconclusive” on page 9 of Document B. Ms. Singh stated there was repeated advisement that Leads needed to achieve an 80% pass rate by 2014. She read Regulation 2.5.4.2.2 as grounds for withdrawal of initial approval and stated letters were sent informing Leads of the timeline. She also stated the regulations do not distinguish who is in a cohort and the dates of the NCLEX scoring period, however calculation of NCLEX pass rates is consistent for all schools which must all adhere to the same timeframe and process for calculation of NCLEX scores. Ms. Brauchler made a motion to withdraw initial approval with Ms. Bastholm seconding the motion. By unanimous vote, the motion carried.

*Recommendation- Withdraw initial approval with the right to a hearing before the Board of Nursing.

Polytech Adult Education

NCLEX PN pass rate: 73.68%. It was noted this is the first time in seven years that Polytech has scored below the 80% rule. Dr. Contino noted a discrepancy in the numbers on pages 2 and 3 and Dr. Zickafoose questioned why all schools are not reporting the same numbers as reported by NCSBN. Dr. Evans-Mitchell stated not all schools look at all students. Members agreed these forms would be revised for next year and Dr. Zickafoose commented that the numbers should add up. On page 4 employment rates were nicely reported for 6, 9, and 12 months. Funding is adequate. The report indicates that Polytech is an 11 month program with 1496 hours and there were no recommendations from last year. Dr. Contino made a motion to continue full approval, seconded by Ms. Bastholm. With Ms. Brauchler recusing, the motion passed by majority vote.

*Recommendation- Continue Full Approval for one year.

Ms. Brauchler submitted a plan for improving the NCLEX pass rates although it was not required nor requested by the committee.

University of Delaware

NCLEX RN pass rate: 86.58%. Dr. Contino stated there were 149 taking the exam with 129 passing but the number did not quite add up as with other schools. He stated there are three BSN programs in this report with different lengths of each program. Members commented that the University is very fortunate financially and Dr. Contino congratulated them on their funding. Dr. Zickafoose stated they had significant funding through grants which are a lot of work. Members questioned on page 26 why there was a difference between NUR101 Human Anatomy and whether this is a nursing course since Human Physiology is BISC 276. Credit hours were increased to total 122 hours due to increased simulation time and field experiences. The school also plans to expand their use of Dedicated Education Units in clinical facilities and they have applied to MD, NJ, and PA for distance learning opportunities. Dr. Contino made a motion to grant continued full approval for all three BSN programs, seconded by Ms. Willey. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for the undergraduate, RN-BSN, and accelerated BSN programs for one year.

University of Delaware RN Refresher

Ms. Bastholm reported the UD Refresher had 87 enrolled with 48 completing, 20 in progress, and 19 not completing the refresher this past year. A 25% attrition rate was reported. It was also noted that of the 48 completing the refresher, 4 were from Delaware. Ms. Bastholm made a motion to continue full approval, seconded by Ms. Brauchler. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for the RN Refresher program for one year.

Wesley College

NCLEX RN pass rate: 84.62%. Dr. Evans-Mitchell congratulated Dr. Contino and Wesley College faculty for the NCLEX – RN pass rate above the 80% standard for the second year in a row. She noted Ms. Panunto did a nice job with the report including ACEN standards and that they will be back in February 2015. Page 6 says they had 27 graduating with 27 FT and 3 transfer students so the numbers are not accurate. In addition, students taking the exam after October 1, 2014 should not be included in this report as written on page 7. Members complimented the report for separating the class cohorts and reporting accordingly indicating good tracking of student progress in the program. The report also stated a plan to increase enrollment from 115 to 155 in 2015. Dr. Evans-Mitchell motioned to grant full approval to Wesley College for one year, seconded by Ms. Brauchler. With Dr. Contino recusing, the motion carried by majority vote.

*Recommendation- Continue Full Approval for one year.

Other Business (for discussion only)

None

Ms. Willey left the meeting at 12 Noon.

PUBLIC COMMENT- Barbara Robinson stated she was in awe at what was reported and she wanted to cite some things in conflict with what was reported. She stated she prepared a summary report to Dr. Aliu. She also expressed her dissatisfaction with the committee's decision to not allow her to speak when the Leads report was discussed. Ms. Robinson read minutes from July 3, 2012 in regard to Leads need to achieve an 80% or higher pass rate on the NCLEX.

Ms. Robinson stated "my action plan was specific to a class that I reported on in a crosswalk and only one class." She continued saying "and I have further information when other reports were submitted Dr. Zickafoose clarified that the board low pass rate was not a part of the action plan. So my action plan results were reported about what

we did in a crosswalk ...” She stated the action plan started with a specific cohort and they have a 100% pass rate. She said the committee actually needs to hear two reports- the NCSBN and the action plan and their report did reflect results of the action plan. Ms. Robinson added she “wished she had been able to comment” as she “had a number of other thing that would help resolve some of the things you had questions about.” She went on to describe a conflict with faculty and whether they were reported as full or part-time. Dr. Zickafoose reminded Ms. Robinson she would have the opportunity to report this to the whole board and Ms. Robinson replied she “just wanted to give public comment about a meeting that took place about some serious allegations, none of which with merit and it caused serious damage.... if there is an issue as serious as closing the school you need to give me the opportunity to talk.” Ms. Robinson continued speaking expressing her concerns over complaints that were reviewed at the previous meeting as well as the format of public meetings and use of the public comment section. Further comments were directed at committee members clarifying other aspects of the Leads Annual Report including a suggestion to add a variance sheet with the use of appendices to further clarify the report.

Dr. Aliu stated the action plan is working the way it is supposed to be. Ms. Robinson interjected “this quarter we have above an 80% pass rate.” Dr. Aliu continued saying they have spent a lot of money to implement the action plan, they have followed the plan and reviewed it and updated it every 6 months. Dr. Contino explained the board will discuss these issues and make a decision whether to accept the committee’s recommendation or not, and if they accept the recommendation Leads will be given the right to a hearing to present their case

Ms. Robinson also reported that some students who went to the paper have been calling and apologizing. Dr. Contino stated this decision was based on the NCLEX pass rates and not the student complaints which were referred back to the Department of Education for follow-up. Dr. P. Keeton commented that the DOE found the complaints were not substantiated by evidence and the students did not bring forth the information.

A student named Jennah spoke saying she passed her NCLEX but was only a LPN and the people who complained were not part of the action plan; those people would not follow direction and they lied and they would not do their work. She described clinical at a day care center to watch children at play and added the students have too much empathy with the children at the hospital who are too sick. Ms. Robinson reiterated her concerns that she was not allowed to speak when she wanted rather than during public comment and her thought that two separate reports were needed.

Dr. Evans-Mitchell addressed the student and advised her to never say she is “only” a LPN. As a LPN she has a license and she should not minimize this. Dr. Evans-Mitchell also stated this was not a reflection on the students because this is a seven year trend

for not making the 80% rule. Another student, Ms. Davis, stated she was a new graduate and one of the students in the action plan who is always online checking our minutes and the students in the minutes made her feel a part of the complainers. She is from another culture but is a US citizen by naturalization who participates in Wilmington Sister City so she is familiar with public meetings. Therefore, she expressed her concerns over the lack of opportunity to speak before finalizing anything. Dr. Contino explained that all meetings allow public comment at the end of the meeting as it would require an unwieldy amount of time to allow comments during the review of 16 nursing education programs. That is why there is public comment at the end of the meeting. He also clarified that the reports are sent to the committee members prior to the meeting and that is what gets reviewed at this meeting. Members are assigned to report on specific programs. Ms. Robinson said things that were stated were in conflict with what was documented. Ms. Brauchler commented that their documents were distributed to all members of the committee and everybody came prepared having reviewed the documents- all agreed with the decision. The student stated there were other students out there and she made it with hard work. She requested the committee give them another chance. Ms. Robinson stated she was very discouraged and the guests left the meeting.

NEXT MEETING- TBD

ADJOURNMENT- The meeting was adjourned at 12:35 P.M.

Respectfully submitted,

A handwritten signature in black ink that reads "Pamela C. Zickafoose". The signature is written in a cursive, flowing style.

Pamela C. Zickafoose, EdD, MSN, RN, NE-BC, CNE
Executive Director
Delaware Board of Nursing